

COMMONWEALTH BUREAU OF CENSUS AND STATISTICS
CANBERRA, AUSTRALIA

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LABOUR TURNOVER, MARCH, 1965

This report gives the results of a survey of labour turnover in Australian industry in the month of March, 1965, and shows these results together with those obtained in similar surveys covering the month of March in previous years. Because of the effect of seasonal fluctuations, the trends in labour turnover are most clearly shown by comparing successive turnover rates for the same month of each year. Labour turnover rates are influenced by the seasonal nature of employment, particularly in the food, drink and tobacco industry and, to a lesser degree, in other industries. A report entitled "Labour Turnover, September, 1964", published on 29th March, 1965, contained the results of a survey in September, 1964 together with the results obtained in similar surveys relating to the month of September in previous years.

2. In these surveys labour turnover is, in accordance with general practice, measured by the number of engagements or separations expressed as percentages of average employment during the period under review. Engagements and separations refer to the turnover of individual businesses, including the movement from one business to another within the same industry group.

3. Table 1 shows figures of both engagements and separations expressed in this way for manufacturing and non-manufacturing industries. Table 2 shows the engagement rates for manual workers by industry group. Table 3 shows the separation rates for manual workers by industry group, and Table 4 gives the analysis of these separation rates according to dismissals, retrenchments, persons leaving employment on their own initiative, and other causes.

4. The period covered in individual returns varies, since it depends on the dates on which pay-roll tax returns of individual businesses are made up for February and March in each year. The average period is about four and a half weeks.

Industrial Coverage

5. The survey is based on a sample within certain industries of businesses subject to pay-roll tax, that is, businesses paying more than £200 a week in wages. The survey excludes businesses whose pay-roll is below the taxable limit, as well as religious, benevolent and other similar organisations which are exempt from pay-roll tax. In addition, the survey excludes rural industry; private domestic service; certain businesses such as accountants, trade associations, consultant engineers, etc.; the shipping and stevedoring industry; the motion picture industry; government employment; and semi-government undertakings other than banks and airlines.

TABLE 1. - ENGAGEMENTS AND SEPARATIONS, MARCH
PERCENTAGE OF AVERAGE EMPLOYMENT IN EACH GROUP

Month of March in Year	Manufacturing		Non-manufacturing		All Industries (a)		Manufacturing		Non-manu- facturing	All Industries (a)	
	Manual Workers	Non-manual Workers	Manual Workers	Non-manual Workers	Manual Workers	Non-manual Workers	Manual Workers	Non-manual Workers (b)	Non-manual Workers	Manual Workers (c)	Non-manual Workers
ENGAGEMENTS	MALES						FEMALES				
	%	%	%	%	%	%	%	%	%	%	%
1956	7.1	2.3	7.0	3.0	7.0	2.7	7.9	5.0	5.8	8.1	5.6
1957	5.1	2.0	6.1	2.1	5.5	2.1	7.7	4.2	4.4	7.6	4.4
1958	4.5	1.9	5.3	2.3	4.8	2.1	7.0	4.2	4.4	6.7	4.4
1959	5.0	1.8	5.4	2.6	5.1	2.3	7.1	3.6	4.2	6.8	4.0
1960	6.8	2.1	6.8	3.2	6.8	2.8	8.3	4.7	4.9	8.2	4.9
1961	4.7	1.7	5.7	2.3	5.0	2.1	6.9	3.6	4.4	6.9	4.2
1962	5.4	2.4	6.3	2.3	5.7	2.3	8.9	3.9	4.4	7.9	4.3
1963	5.3	1.9	7.9	2.4	6.2	2.2	7.4	4.1	4.0	7.3	4.1
1964	6.1	2.1	7.1	2.3	6.5	2.2	7.5	3.7	4.7	7.7	4.5
1965	8.5	2.5	8.6	2.8	8.6	2.7	10.2	5.0	4.8	9.9	4.9
SEPARATIONS											
1956	6.8	2.2	7.5	3.0	7.1	2.7	9.1	3.9	5.4	8.7	5.0
1957	4.8	1.8	6.4	2.3	5.4	2.1	6.1	4.2	4.6	6.1	4.5
1958	4.5	1.5	5.5	2.3	4.9	2.0	6.1	3.4	4.6	6.0	4.3
1959	4.8	1.7	6.2	2.5	5.3	2.2	5.5	3.4	4.2	5.6	4.0
1960	6.1	1.9	6.4	2.7	6.2	2.4	7.2	3.8	5.0	7.2	4.7
1961	6.3	2.1	6.3	2.9	6.3	2.6	9.3	4.4	5.7	8.8	5.2
1962	5.2	1.8	6.4	2.2	5.6	2.0	6.7	3.8	4.0	6.3	4.0
1963	4.9	1.9	7.0	2.2	5.7	2.1	6.8	3.8	3.8	6.6	3.8
1964	5.9	1.9	7.3	2.4	6.4	2.2	6.4	3.6	5.2	6.5	4.8
1965	7.8	2.1	8.1	2.7	7.9	2.4	8.4	4.1	4.5	8.1	4.4

(a) See introductory text for note on industrial coverage.

(b) The number of employees in "female non-manual workers in manufacturing industry" is relatively small and consequently less significance should be attached to small changes in the labour turnover rate in this category than to similar changes in the larger employment categories.

(c) Includes manual workers in "Non-manufacturing" for which separate estimates are not available.

TABLE 2. - ENGAGEMENT RATES FOR MANUAL WORKERS, BY INDUSTRY, MARCH
PERCENTAGE OF AVERAGE EMPLOYMENT IN EACH GROUP

Industry Group	MARCH					
	1960	1961	1962	1963	1964	1965
MALES						
<u>Manufacturing -</u>	%	%	%	%	%	%
Engineering and vehicles	7.1	4.4	5.5	5.4	6.6	8.5
(i) Engineering (a)	7.0	4.6	5.3	5.6	6.3	8.5
(ii) Vehicles (b)	7.6	3.9	6.3	4.8	7.6	8.4
Textiles and clothing	5.0	3.5	4.5	4.2	4.7	7.2
Food, drink and tobacco (c)	8.9	8.7	7.6	7.8	7.3	11.3
Furniture, sawmilling and woodworking	4.8	3.6	4.5	4.3	5.9	7.9
Paper and printing	3.9	2.8	2.9	3.0	3.7	4.0
Other manufacturing	6.7	3.6	5.2	4.7	6.2	8.7
(i) Chemicals and oil refining	6.0	4.4	3.9	4.6	4.8	6.1
(ii) Other	6.9	3.4	5.7	4.7	6.8	9.7
All Manufacturing	6.8	4.7	5.4	5.3	6.1	8.5
<u>Non-manufacturing -</u>						
Mining	3.0	4.0	2.9	4.9	4.1	5.5
Building and construction	11.6	9.7	11.8	15.8	12.3	13.9
Road transport	7.0	4.3	5.2	5.4	5.4	9.3
Wholesale and retail trade	5.6	3.8	4.5	5.0	5.4	5.9
Other non-manufacturing	5.3	6.2	5.3	6.1	6.7	7.4
All Non-manufacturing	6.8	5.7	6.3	7.9	7.1	8.6
All Industries (d)	6.8	5.0	5.7	6.2	6.5	8.6
FEMALES						
<u>Manufacturing -</u>	%	%	%	%	%	%
Engineering and vehicles	9.1	3.1	8.8	7.0	9.1	12.0
Textiles	6.3	3.7	5.5	4.6	5.6	7.7
Clothing	5.2	4.9	5.5	4.4	4.6	7.2
Food, drink and tobacco (c)	19.4	19.2	20.7	18.1	16.9	21.6
Paper and printing	5.6	5.1	5.9	5.8	4.0	6.7
Chemicals and oil refining	6.2	3.3	6.0	4.6	5.7	6.7
All Manufacturing (e)	8.3	6.9	8.9	7.4	7.5	10.2
All Industries (d) (f)	8.2	6.9	7.9	7.3	7.7	9.9

- (a) Extracting, refining, founding, engineering, metalworking, electrical equipment.
 (b) Vehicles, aircraft and ships. Includes assembly and repairs.
 (c) The "Food, drink and tobacco" industry group contains certain seasonal industries (e.g. fruit canning) which engage and retrench a large number of workers each season. Fluctuations may occur in the turnover rates because a season may be later one year than another.
 (d) See paragraph 5, page 1, for note on industrial coverage.
 (e) Includes certain industry groups not specified above for which separate estimates are not available.
 (f) Includes "Non-manufacturing" for which separate estimates are not available.

TABLE 3. - SEPARATION RATES FOR MANUAL WORKERS, BY INDUSTRY, MARCH
PERCENTAGE OF AVERAGE EMPLOYMENT IN EACH GROUP

Industry Group	MARCH					
	1960	1961	1962	1963	1964	1965
MALES						
<u>Manufacturing -</u>	%	%	%	%	%	%
Engineering and vehicles	6.1	6.2	4.8	5.0	5.9	7.9
(i) Engineering (a)	6.2	6.1	4.9	4.8	5.8	8.2
(ii) Vehicles (b)	6.1	6.4	4.4	5.7	6.1	6.9
Textiles and clothing	5.2	5.7	3.9	4.2	4.5	7.1
Food, drink and tobacco (c)	8.4	8.7	8.1	6.2	7.8	9.1
Furniture, sawmilling and woodworking	5.2	7.8	4.8	5.3	6.4	7.8
Paper and printing	3.2	3.6	2.8	2.7	3.3	3.7
Other manufacturing	5.9	5.4	5.7	4.7	5.6	8.6
(i) Chemicals and oil refining	5.3	4.9	4.6	3.9	4.2	6.2
(ii) Other	6.1	5.6	6.1	5.0	6.1	9.5
All Manufacturing	6.1	6.3	5.2	4.9	5.9	7.8
<u>Non-manufacturing -</u>						
Mining	3.5	3.2	4.8	5.8	4.4	3.8
Building and construction	10.5	10.4	10.8	12.9	12.8	12.6
Road transport	5.4	5.5	4.8	4.6	5.6	7.4
Wholesale and retail trade	5.3	5.0	5.1	4.6	5.9	6.6
Other non-manufacturing	5.6	5.4	4.5	6.0	5.7	7.2
All Non-manufacturing	6.4	6.3	6.4	7.0	7.3	8.1
All Industries (d)	6.2	6.3	5.6	5.7	6.4	7.9
FEMALES						
<u>Manufacturing -</u>	%	%	%	%	%	%
Engineering and vehicles	6.8	12.1	6.7	6.6	5.3	9.1
Textiles	5.0	9.2	4.2	5.3	4.5	6.7
Clothing	4.9	6.7	4.2	4.9	5.1	6.4
Food, drink and tobacco (c)	17.4	12.0	15.8	12.3	15.2	16.1
Paper and printing	5.0	6.4	5.0	4.7	4.3	4.6
Chemicals and oil refining	6.6	5.8	5.0	4.2	4.0	7.0
All Manufacturing (e)	7.2	9.3	6.7	6.8	6.4	8.4
All Industries (d) (f)	7.2	8.8	6.3	6.6	6.5	8.1

- (a) Extracting, refining, founding, engineering, metalworking, electrical equipment.
 (b) Vehicles, aircraft and ships. Includes assembly and repairs.
 (c) See footnote (c), Table 2.
 (d) See paragraph 5, page 1, for note on industrial coverage.
 (e) Includes certain industry groups not specified above for which separate estimates are not available.
 (f) Includes "Non-manufacturing" for which separate estimates are not available.

**TABLE 4. - ANALYSIS OF SEPARATIONS OF MANUAL WORKERS,
MARCH, 1964, AND MARCH, 1965**

PERCENTAGE OF AVERAGE EMPLOYMENT IN EACH GROUP

NOTE:- D - Dismissed : Employment terminated on the employer's initiative for disciplinary or similar reasons.
 R - Retrenched : Employment terminated, permanently or otherwise, on the employer's initiative for reasons such as a reduction in the scale of operations, breakdown in machinery, shortage of materials, completion of the job.
 L - Left : Employment terminated on the employee's initiative. Excludes employees on strike.
 O - Other : Includes separations due to permanent retirement (including women leaving to be married), injury, death, enlistment in the forces, and similar reasons.

Industry Group	March, 1964					March, 1965				
	D	R	L	O	Total	D	R	L	O	Total
MALES										
<u>Manufacturing -</u>	%	%	%	%	%	%	%	%	%	%
Engineering and vehicles	0.8	0.4	4.6	0.1	5.9	0.7	0.5	6.6	0.1	7.9
(i) Engineering (a)	0.7	0.4	4.6	0.1	5.8	0.8	0.4	6.9	0.1	8.2
(ii) Vehicles (b)	1.3	0.2	4.5	0.1	6.1	0.5	0.7	5.6	0.1	6.9
Textiles and clothing	0.8	0.2	3.4	0.1	4.5	0.8	0.2	6.0	0.1	7.1
Food, drink and tobacco (c)	0.8	2.0	4.9	0.1	7.8	0.8	1.9	6.3	0.1	9.1
Furniture, sawmilling, etc.	0.6	0.4	5.3	0.1	6.4	0.7	0.3	6.7	0.1	7.8
Paper and printing	0.2	0.1	2.8	0.2	3.3	0.4	0.1	3.1	0.1	3.7
Other manufacturing	0.7	0.2	4.6	0.1	5.6	0.8	0.5	7.2	0.1	8.6
(i) Chemicals and oil refining	0.6	0.0	3.5	0.1	4.2	0.5	0.1	5.4	0.2	6.2
(ii) Other	0.8	0.2	5.1	0.0	6.1	0.9	0.7	7.8	0.1	9.5
All Manufacturing	0.7	0.6	4.5	0.1	5.9	0.7	0.6	6.4	0.1	7.8
<u>Non-manufacturing -</u>										
Mining	0.2	0.5	3.6	0.1	4.4	0.2	0.0	3.4	0.2	3.8
Building and construction	1.8	3.7	7.3	0.0	12.8	2.1	2.1	8.3	0.1	12.6
Road transport	1.2	0.4	4.0	0.0	5.6	1.1	0.3	5.9	0.1	7.4
Wholesale and retail trade	0.8	1.4	3.6	0.1	5.9	0.9	1.0	4.6	0.1	6.6
Other non-manufacturing	0.8	0.7	4.1	0.1	5.7	1.0	1.0	5.1	0.1	7.2
All Non-manufacturing	1.0	1.6	4.6	0.1	7.3	1.2	1.1	5.7	0.1	8.1
All Industries (d)	0.8	0.9	4.6	0.1	6.4	0.9	0.8	6.1	0.1	7.9
FEMALES										
<u>Manufacturing -</u>	%	%	%	%	%	%	%	%	%	%
Engineering and vehicles	0.6	0.2	4.4	0.1	5.3	0.8	0.9	7.3	0.1	9.1
Textiles	0.4	0.6	3.3	0.2	4.5	0.7	0.2	5.6	0.2	6.7
Clothing	0.9	0.5	3.4	0.3	5.1	0.9	0.8	4.4	0.3	6.4
Food, drink and tobacco (c)	2.0	6.1	7.0	0.1	15.2	0.7	3.2	12.1	0.1	16.1
Paper and printing	0.4	0.3	3.5	0.1	4.3	0.4	0.3	3.9	0.0	4.6
Chemicals and oil refining	0.4	0.0	3.5	0.1	4.0	0.3	0.2	6.4	0.1	7.0
All Manufacturing (e)	0.8	1.2	4.2	0.2	6.4	0.8	1.1	6.3	0.2	8.4
All Industries (d) (f)	0.8	1.3	4.2	0.2	6.5	0.8	1.0	6.1	0.2	8.1

- (a) Extracting, refining, founding, engineering, metalworking, electrical equipment.
 (b) Vehicles, aircraft and ships. Includes assembly and repairs.
 (c) See footnote (c), Table 2.
 (d) See paragraph 5, page 1, for note on industrial coverage.
 (e) Includes certain industry groups not specified above for which separate estimates are not available.
 (f) Includes "Non-manufacturing" for which separate estimates are not available.

K.M. ARCHER
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COMMONWEALTH BUREAU OF CENSUS AND STATISTICS
 CANBERRA, A.C.T. 25TH AUGUST, 1965

NOTE. - Inquiries concerning these statistics may be made in Canberra by telephoning 70413 extension 202 or, in each State Capital, by telephoning the office of the Bureau of Census and Statistics.

TABLE 4. - ANALYSIS OF SEPARATIONS OF MANUAL WORKERS
MARCH, 1964, AND MARCH, 1965
PERCENT OF AVERAGE EMPLOYMENT IN EACH GROUP



NOTE: - D - Dismissed: Employment terminated on the employer's initiative for reasons other than those listed below.
R - Retirement: Employment terminated, permanently or otherwise, on the employer's initiative for reasons such as a reduction in the scale of operations, breakdown in machinery, shortage of materials, completion of the job.
I - Lay-off: Employment terminated on the employee's initiative. Includes employees on strike.
O - Other: Includes separations due to permanent retirement (including women leaving to be married), injury, death, enlistment in the forces, and similar reasons.

Industry Group	March, 1964					March, 1965				
	D	R	I	O	Total	D	R	I	O	Total
MALES										
Manufacturing -										
Engineering and vehicles	0.8	0.4	4.6	0.1	5.9	0.7	0.5	6.6	0.1	7.9
(i) Engineering (a)	0.7	0.4	4.6	0.1	5.8	0.8	0.4	6.9	0.1	8.2
(ii) Vehicles (b)	1.3	0.2	4.5	0.1	6.1	0.7	0.5	5.6	0.1	6.9
Textiles and clothing	0.8	0.2	3.4	0.1	4.5	0.8	0.2	6.0	0.1	7.1
Food, drink and tobacco (c)	0.8	2.0	4.9	0.1	7.8	0.8	1.9	6.3	0.1	9.1
Furniture, sawmilling, etc.	0.6	0.4	5.3	0.1	6.4	0.7	0.3	6.7	0.1	7.8
Paper and printing	0.2	0.1	2.8	0.2	3.3	0.4	0.1	3.1	0.1	3.7
Other manufacturing	0.7	0.2	4.6	0.1	5.6	0.8	0.2	7.2	0.1	8.6
(i) Chemicals and oil refining	0.6	0.0	3.5	0.1	4.2	0.5	0.1	5.4	0.2	6.2
(ii) Other	0.8	0.2	5.1	0.0	6.1	0.9	0.7	7.8	0.1	9.5
All Manufacturing	0.7	0.6	4.5	0.1	5.9	0.7	0.6	6.4	0.1	7.8
Non-manufacturing -										
Mining	0.2	0.2	3.6	0.1	4.1	0.2	0.0	3.4	0.2	3.8
Building and construction	1.8	3.7	7.3	0.0	12.8	2.1	8.3	0.1	12.6	
Road transport	1.2	0.4	4.0	0.0	5.6	1.1	0.3	5.9	0.1	7.4
Wholesale and retail trade	0.8	1.4	3.6	0.1	5.9	0.9	1.0	4.6	0.1	6.6
Other non-manufacturing	0.8	0.7	4.1	0.1	5.7	1.0	1.0	5.1	0.1	7.2
All Non-manufacturing	1.0	1.6	4.6	0.1	7.3	1.2	1.1	5.7	0.1	8.1
All Industries (d)	0.8	0.9	4.6	0.1	6.4	0.9	0.8	6.1	0.1	7.9
FEMALES										
Manufacturing -										
Engineering and vehicles	0.6	0.2	4.4	0.1	5.3	0.8	0.9	7.3	0.1	9.1
Textiles	0.4	0.6	3.3	0.2	4.5	0.7	0.2	5.6	0.2	6.7
Clothing	0.9	0.2	3.4	0.3	5.1	0.9	0.8	4.4	0.3	6.4
Food, drink and tobacco (c)	2.0	6.1	7.0	0.1	15.2	0.7	3.2	12.1	0.1	16.1
Paper and printing	0.4	0.3	3.5	0.1	4.3	0.4	0.3	3.9	0.0	4.6
Chemicals and oil refining	0.4	0.0	3.5	0.1	4.0	0.3	0.2	6.4	0.1	7.0
All Manufacturing (e)	0.8	1.2	4.2	0.2	6.4	0.8	1.1	6.3	0.2	8.4
All Industries (d) (f)	0.8	1.3	4.2	0.2	6.5	0.8	1.0	6.1	0.2	8.1

(a) Extracting, refining, founding, engineering, metalworking, electrical equipment.
(b) Vehicles, aircraft and ships. Includes assembly and repairs.
(c) See footnote (c), Table 2.
(d) See paragraph 5, page 1, for note on industrial coverage.
(e) Includes certain industry groups not specified above for which separate estimates are not available.
(f) Includes "Non-manufacturing" for which separate estimates are not available.

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